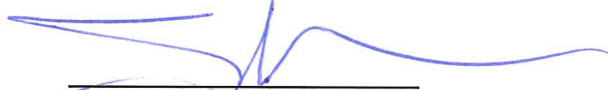



Amalgamated Transit Union Local 627 Executive Board Members
agree and support this contract that was reach on Wednesday
December 2, 2015 and are in support of it being ratified.




Troy L. Miller



Troy M. Hoskins



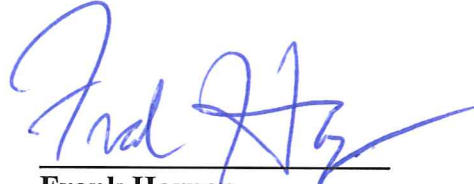
Reco Owens




Inga McGlothlin




Keith Law



Frank Harper




Dan Reynolds



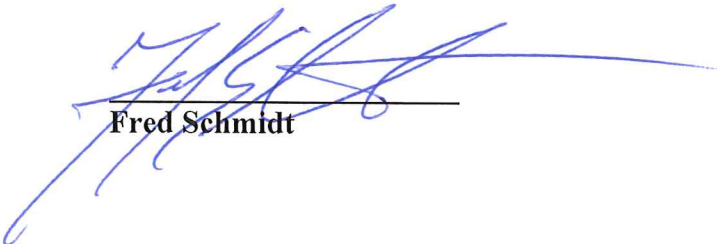
James Brown



Bill Gilbert



Chris Siener



Fred Schmidt

SORTA and ATU Local 627 – TENTATIVE AGREEMENT

December 2, 2015

Section 3: DISCIPLINARY ACTION AND GRIEVANCES

(c) Add the following language:

After the initial filing of a grievance, the parties may deliver all above required correspondence through email. Such emailed correspondence shall be considered timely if it is delivered to the above required party by 11:59pm on the applicable due date.

Section 5(a) through (i): WAGE RATES

- Increase all wage rates as follows:
 - January 1, 2016: 2.0%
 - January 1, 2017: 2.0%
 - January 1, 2018: 2.0%

Section 5(k): WAGE RATES – Transportation New Hire Progression

- Add a table of wage rates to match the current progression

Section 5(l): WAGE RATES – Maintenance Progression

- To improve recruiting and retention of newly hired Technicians, insert new language:

The progression scale will be waived for apprentice-eligible employees that pass either the A or B-rate written test. If such employees voluntarily pick out of A or B-rate positions, they will be subject to the progression scale.

Section 5(m): Instruction of New Operators

All operators selected by the Authority to be Operator Trainers required to train new employees as operators shall be paid an additional **fifty cents (\$0.50)** ~~one dollar (\$1.00)~~ per hour **for all hours worked in addition to the Operator's regular straight time pay** while performing such service. **This additional pay shall be included in overtime calculations.**

All operators selected by the Authority to be Line Instructors required to train new employees as operators shall be paid an additional one dollar (\$1.00) per hour **in addition to the Operator's regular straight time pay** while performing such service. **This additional pay shall be included in overtime calculations.**

To be considered for selection as an Operator Trainer or as a Line Instructor, an Operator must have already completed the wage progression in Section 5(k).

The provisions above supersede any prior practices or agreements and the selection of, the number of, and the criteria for Operator Trainers and Line Instructors will be at the sole discretion of the Authority.

Section 5(t): WAGE RATES - Court Attendance

An employee attending court or inquest or other investigation pertaining to Authority business (including trips to the General Office to make statements), except for trips relating to and resulting in

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disciplinary action, under instruction from the Authority, will be compensated for time so spent at the regular rate, including overtime wherever appropriate. **This will also include court appearances under subpoena for incidents involving the employee's on-duty performance.** Upon the completion of such attendance the employee shall report to his division if the Authority so requests and be available for work. Such an employee shall not be paid any less for the time spent than the amount which the employee would have earned on his or her regular assignment, if any, on such day. However, an employee shall not be entitled to compensation in any form for time spent in connection with **a Worker's Compensation proceeding or** a court appearance in which the employee is a defendant and is convicted of the charges preferred against him or her.

Section 6(i): Vacation Day at a Time:

- Maintenance Employees may use all of their vacation as Vacation Day at a Time

Section 9: GROUP LIFE INSURANCE

(a)(1) Life Insurance for all active full time employees shall be increased by \$1,000 each year of the agreement.

Section 11: HEALTH INSURANCE

- Plan Option 10B, with rates for Single and Family coverage (see separate document)
- Health Insurance Premium Share Table: (see separate document)
- Full revision to Section 11 contractual language to match this Agreement, to be developed

Vision Insurance

- The Authority will also offer to employees on a completely voluntary basis Voluntary Vision Insurance. The applicable premium will be fully paid by the employee.

Section 23: UNIFORMS


(a) and (d) Uniforms – Increase these amounts by \$10 each February 1 of the contract
(c) Tool Allowance – Increase these amounts by \$10 each August 1 of the contract

Section 32: TERM OF AGREEMENT

- 3 year agreement: November 1, 2015 through October 31, 2018

Maintenance Overtime Agreement – Amend the Overtime Agreement as follows:

- Rotation: change the 60 day rotation period for overtime selection to 42 days

 12-2-15

Darryl Haley date

SORTA Executive Vice President

 12-2-15

Troy Miller date

President/Business Agent ATU Local 627

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SIDE LETTER – Section 11: Health Insurance

Upon ratification and SORTA Board Approval, employees will be reimbursed for the increased health insurance contributions they paid in December 2015. Thus, the employees' net health insurance contributions will reflect the following monthly premium shares:

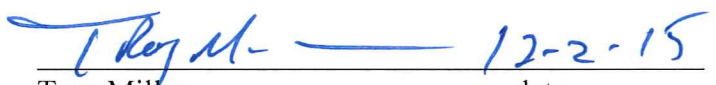
Single: \$ 53.23

Family: \$149.05

This Side Letter expires with the completion of open enrollment for the new agreed upon plan design effective in 2016.

 12-2-15

Darryl Haley date
SORTA Executive Vice President

 12-2-15

Troy Miller date
President/Business Agent ATU Local 627

SORTA Proposal: Section 11, Health Insurance
December 2, 2015



HEALTH INSURANCE PREMIUM SHARE TABLE

| | 1/1/16 | 5/1/16 | 1/1/17 | 1/1/18 |
|-----------------------------------------------------------------------------------------|------------------------|--------------------------|----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Wellness Rates | | | | |
| Wellness Requirements: All elements must be met in order to pay the discounted rates | All enrolled employees | Q1 2016 Biometric Screen | Q4 2016 Biometric Screen Q4 2016 Nicotine Screen 2016: Primary Care Physician visit with physical | Q4 2017 Biometric Screen Q4 2017 Nicotine Screen 2017: Primary Care Physician visit with physical |
| Coverage Tier | | | Nicotine Free [^] | Nicotine Free |
| Single | 10% | 10% | 10% | 10% |
| Family* | 10% | 10% | 10% | 10% |
| Non-Wellness Rates | | | | |
| Coverage Tier | | | Nicotine Free [^] | Nicotine Free |
| Single | N/A | 17% | 17% | 17% |
| Family* | N/A | 17% | 17% | 17% |
| | | | Nicotine Use** | Nicotine Use** |
| | | | + \$25/mon | + \$30/mon |
| | | | + \$25/mon | + \$30/mon |

* If an employee enrolls a spouse on an Authority health insurance plan, then the spouse must also complete all of the applicable annual wellness requirements, as listed above, in order for the employee to qualify for the Wellness Rates.

** Nicotine Use: If employees (and/or covered spouses) do not a) verify that they are Nicotine Free through the Authority's provided Nicotine Screening, or b) do not participate in the Authority's provided Nicotine Screening, then the employee will pay the applicable Nicotine Use rates. The Authority's provided Biometric Screening will also include the Nicotine Screening.

[^] Nicotine Cessation: in the 1st Quarter of 2016, the Authority will provide employees with access to a Nicotine Cessation program through the selected health insurer.

 Darryl Haley Troy Miller date date
 SORTA Executive Vice President President/Business Agent ATU Local 627